No Pay Reduction in Institutions:

Raise for All Employees, Partial Cut in Work Week Is Governor's Program

EXCLUSIVE:

Non-Permanent Hiring In Competitive Jobs Still High in Local Government

ALBANY, Jan. 2—The first published annual report of the personnel operations of local civil service commissions has been issued by the State Civil Service Commission. The State Commission decided on the issuance of such annual reports as part of an effort to bring the administration of civil service in local governments as nearly up to that of the State Commission as possible. All the localities are represented, excepting NYC, because the commission there is "not comparable to other activities." Incidentally, the administration of civil service in NYC is on a par with that in the Federal and New York State governments.

During 1954 local commissions relied more than ever on the State Commission for aid in holding exams. Of the 82 counties, 52 utilized State exam facilities exclusively. Others got some help, and only one held all its exams itself. Manumations by local civil service commissions have raised the State Commission for many years, and while the first annual report does not suggest solutions, it contains information that vindicates the direction that early reform should take. For one thing, the number of non-permanent employees in the competitive class, while reduced overall, remains too large. The war-duration appointments declined 30 percent, a modest figure, considering how long ago hostilities ended in Korea, and the fact that in cities the decline was 50 percent. Provisional appointments in the local jurisdictions rose 9 percent, a figure that the report admits is substantial.

"The county service," says the report, "above 13.7 percent of the competitive service serving on war-duration or provisional appointments.

Co-Workers' Aid Eases Tragedy of Pre-Holiday Fire

CHRISTMAS, 1955

The family of Donald Follansbee, a senior clerk in Taxes and Accounts Bureau of the State Insurance Department, that bright-sounding date will long be a grim memory. On December 23, Mr. Follansbee's home in Watervliet was destroyed by fire.

All Possessions Lost

While others contemplated the joys of a great holiday, Mr. Follansbee's wife and six-year-old daughter could grieve only at the ashes of their home. Instead of preparing for Christmas, they had to prepare to find a place to live. All their possessions were lost in the blaze.

A newspaper in the Troy area has started a fund to aid all the families left homeless by the fire. Contributions may be sent to Mr. Banks, at 634 Church Street, Albany.
The State Pension Commission is trying to devise a plan that will make members of the State Em- ployees Retirement System all eligible for the special benefits of both Social Security, and the State System, and to increase the employment contribu- tions to the State System. The Social Security tax will be increased, under Federal Law, to 6% of all covered earnings, and the employees of the State and those few localities that are members of the State System. The Commission is consider- ing the joining of Social Security benefits with those of the State Employees Retirement System. As the PFPA law, employees would have to vote by pension groups, their decision in the matter would be binding on all other groups. Such other groups, excepting policemen and firemen, would have to get such an opportunity later, if they expressed a desire to do so.

Enabling Act First

The first legislation enacted would be an enabling act. That would permit the State to take advantage, if it saw fit, of the provisions of the Federal law permitting employees of State and local government, even if they are members of a reti- rement system, to be covered ad- ditionally by Social Security. Such combination would be wholly non- committal and constitute more or less of a "ministerial act."

The controversial legislation would be that which proposes a particular plan, or offers the em- ployees a choice of optional plans. It is in most unlikely that different groups in the PFPA would be al- lowed to have different plans; there would be one plan for the whole group. As to the details of other pension systems, and the additional separate local systems, different plans could obtain.

No Reduced SS Benefits

The Commission will not rec- ommend any plan that would de- prive any employee of any vested right he has in Social Security. As present the Commission, on this very point, is pondering how best to take care of the older em- ployees. The one likely to have the maximum such vested interest. This now consists, if one had at least average salary of $4,200 in recent years, or $3,000, when that was the maximum subject to Social Security tax, of $100.25 a

month for the member's own pen- sion, half as much for his wife, on their attainment of age 65, even that the member must be re- tired before the spouse benefits from the pension. The sur- vivor benefits are those as pro- vided in the Social Security scheme, one-third, 25%, or 20%, dependent, parents, and wid- ows. The present retirement ages approved by the CRS would not be increased.

A State employee, because of Social Security covered employment, or service in the armed forces, or both, might be able to stop working now, if he is under 65, pay nothing more, and retire at 65 on the same pen- sion he would have received if he were 65 now and retired then. It would be maximum if he met the requirements.

Others are not fully insured, but some may receive, a lesser de- gree, applicable similarly to the social benefits, but not produc- tive of pension benefits. Thus any plan of uniting Social Security, when the integration or appropria- tion or some combination thereof, would guarantee the vest- ed retirement benefits, if in the other rights as is now done under Social Security, and would finally eliminate the time problem of being covered under Social Security, for about service coverage, or less than five years. The policy is to deal with So- cial Security credit only on the basis of those obtained under the State job, without adversely af- fecting benefits under Social Security built up through other pre- vious employment.

CIVIL SERVICE LEADER

Arthur Levitt

State Comptroller is chair- man of the sponsoring com- mittee of the State's public administration training pro- gram. The assistance will be for the State employees in the 18 and 70 categories, and shall start and end between 18 and 70.

Courses for the second semester of the State-sponsored graduate program begin in Albany on Feb- ruary 27, and will continue to May 12. The fee for the second semester will be $25.50. The first semester's fee is $130.50. State employees on the Civil Service career ladder will also be included. Pay Scale.

The amount known as "beginning office worker" is open to those who live in New York City between 18 and 70. The minimum is $2,230 a year and rise, after five annual pay boosts, to $3,040 a year.

The General Accounting Office has estimated that the average pay of an office worker in a career ladder who will be included. Pay Scale.

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CSEA's Salary, Hours Program
CAN Succeed—With Your Help

LAST WEEK Governor Harriman's office announced the press an outline of his program respecting the problems of the State employee. Among his statements were the facts that an expenditure of more than $20 million would be used to give the employees an increase in salary, a reduction of the hours of work, and the installation of a health insurance program.

As we said in our comments to the press, on the Governor's program, we do not think that the $20 million is sufficient to implement the Association program in regard to these matters. According to our calculations, the amount of money needed to be materially increased. However, we are encouraged that some steps have been taken to solve the very persistent problems of inadequate salaries and the 40-hour week.

We shall continue to press with all of our vigor for a full solution. The Legislature convenes on January 4. The Governor will present his budget message on February 1. The Association and its members have still 80 days to work to impress both the Governor and the Legislature with the merit of their program. If all of our members give their strength to this cause, through either talking to their assemblymen or senator, or writing them, or by writing directly to the Governor, there is little reason to feel that this important part of the Association's program will fail.

PHILIP YOUNG

 carnage, AFL-CIO, how far the Commission would go in regard to its new program. The child psychiatry, a new position created under the nine-point plan which calls for greater emphasis on research in the emotional disorders of childhood and adolescence, was announced at The Federal Security Fakery. Paul Ackoff, Commissioner Paul B. Hoch announced.

The function of the new position will be to study adolescents and younger children and to serve as a consultant in child psychiatry to the department as a whole. It was created under the six-point plan of increased treatment programs which calls for greater emphasis on research in the emotional disorders of childhood and adolescence.

Young Tells How Far He'll Go on Gains

WASHINGTON Jan 2—Chairman Philip Young of the U.S. Civil Service Commission told a meeting of the New York Association of Federal Employees that the Department of Employment would continue its efforts to implement the Association program, and that the Department will continue its efforts to implement the Association program, and that the $20 million is sufficient to implement the Association program in regard to the problems of the State employee. Among his statements were the facts that an expenditure of more than $20 million would be used to give the employees an increase in salary, a reduction of the hours of work, and the installation of a health insurance program.

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3 More Lists Coming Out

On Wednesday, January 4 the New York Welfare Department releases one promotion and two open-competitive eligible lists. They have been at The Labor Office, 97 Diane Street, NYC. These promotions are for personnel engineer and latch for civil engineer, contain 45 and 40 names, respectively. The promotions list for civil engineer, has 51 eligibles.

Matilda E. Fisher, supervisor of the stenographic bureau, accepts a Treasury citation for "outstanding performance" as a U.S. savings bond drive, on behalf of New York Department of State Safety, to be accepted by Attorney General Jacob J. Davis.
CSEA Seeks Field Man; Starting Pay Is $4,580

The Civil Service Employees Association is seeking to fill one vacancy as field representative, at $4,580 a year to start. Pay rises to $5,960 after five annual increments. An additional increment of $250 is granted at the end of 10 years of service.

The field representative must maintain residence at Utica, and will be assigned to the counties of Utica and Syracuse, and applicants may maintain residence at Utica, and applicants may be considered for positions in other areas as vacancies occur.

BILL DRAFTED FOR U.S. HEALTH INSURANCE

WASHINGTON, Jan. 5 — The Eisenhower administration is drafting a bill for introduction in Congress to provide health insurance for federal employees and veterans.

The former plan of having a select number of approved companies under the aegis of the federal government might be the insurance, for the U.S. pays half, or the Government would have complete control and the employee would be completely dependent on the Government.

The bill would be a model for states, and therefore could qualify. Employees would select any one of a large number of competitive companies.

Health insurance is one of the most important aspects of the new benefits that have been a feature of the administration.

SOLOD TO DISCUSS LEGISLATION

Mr. Solod will discuss matters of special interest to employees of the Department of Health, Education and Welfare at an informal meeting Tuesday afternoon in his office.

A new job will be created as part of the project to design and construct the new headquarters building on Vermont Avenue. The job will be paid as high as $377.00 a month to attract skilled craftsmen.

Full-time work will be available to those wishing to work on the project. The work is expected to continue for at least three years.

JOHNSON AND CLEARANCE DOCKET

Mr. Johnson has left his position at the Office of Personnel Management and is now employed by the Department of Labor in a position of greater responsibility.

Three new employees have been hired in the Department of Labor, two of whom are former employees of the Office of Personnel Management.

New York State Prison Guards Still Work 48 Hours a Week

Several New York State prisoners have been granted time off to study for U.S. Civil Service tests.

The prisoners were granted time off to study for U.S. Civil Service tests, which are held throughout the State Office Building on December 22. About 150 persons participated in the BMV reading tests and were graded on their reading skills.

There were no failures in the reading tests.

Mr. Johnson is the head of the Department of Labor and is responsible for the administration of the agency.

He is a graduate of the University of Wisconsin and has been employed by the Department of Labor for the past 10 years.

Mr. Johnson is a member of the American Public Service Association and is active in civic affairs.

He is married to Mrs. Johnson and has two children.

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Human Side Of the Tax Dept.

Month of the 62 Days

The month of January has 31 days calendar-wise, but to Motor Vehicle Bureau personnel it seems more like 62. Why? Because that's the month in which they have to work with a double set of books—deed, of course. Instead of the usual 4,900,000 registrations, there are twice that number to deal with until applications are checked against the past year. Next year things may be different. A new microfilm system which will eliminate the duplicate set is being eyed by MVB officials.

Most of the 62 days are devoted to the routine processing of registrations. But there are also periods of intense activity. These come in the form of large campaigns, such as the New Year increase in registrations, and small promotions like the New Year's Day increase in registrations. These periods of activity are often accompanied by a rush of new employees to help with the workload.

In addition to the new employees, there are also promotions and transfers. Several employees were promoted to new positions, including Abraham Blumberg to stock transfer tax examiner; Lucille C. Chapman of Albany to principal clerk; Charles Therrlen of Troy to senior audit clerk; and Angela M. Shaw and Grace F. Tergeson, all to the position of clerk.

Among the throng at the State Civil Service Department Christmas Party were, from left, Iraj Dolcharzdy, Virginia Peak, John McCarty, chairman; Edward D. Meacham, Lawrence W. Servis, James Cardany, Janet Macfarlane, Mrs. James McCue, and James McCue. The event was held December 22 at the Knights of Columbus Hall, Albany.

ADMIRAL KIRK GETS CIVIL DEFENSE POST

ALBANY, Jan. 2—Governor Harriman announced the appointment of Admiral Alan G. Kirk, U.S.N. (Ret.) as chairman of the State Civil Defense Commission. Admiral Clarence Huebner, director of state civil defense, as a member of the Commission.

But the most significant single figure is the relationship of the State's lagging rate to the average rate of the entire state. This year's study shows that on the average New York State is 23 percent behind in its hiring rates measured as a weighted average of the eight occupations measured. In 1954 the same figure was eighteen percent; in 1953 it was 17 percent; in 1952 the State lagged 16 percent; in 1951 it was 16 percent. What has happened to the State is that it is lagging further behind the average rate.

The group is composed of recreation supervisors, instructors and assistant instructors active in the recreation field in the 25 hospitals and schools and the State's Department of Mental Hygiene.

The State's Own Survey Shows Salaries Lag

Attention All Candidates for
PATROLMAN

FOR THE EYESIGHT TESTS OF CIVIL SERVICE REQUIREMENTS

DR. JOHN T. FLYNN

Optometrist - Ophthalmist

Visual Training

300 West 23rd St., N. Y. C.

I certify that I am a member of the Knights of Columbus.

Mr. Galpin is the salary research analyst of the Civil Service Employees Association. The LEADER has run these Research Reports from time to time as new and interesting material is received and analysed by Mr. Galpin.

Dr. Paul H. Hoch, State Mental Hygiene Commissioner, has added his final wishes for success to the recently-formed New York State Recreational Therapy Association.

In a letter to John L. Duffy, association president, Dr. Hoch said "I hope your new organization will contribute to the recreation of workers and, indirectly, also will benefit the recreational endeavors of the Department of Mental Hygiene. I would like to wish all the best to you and your organization."

ATTENTION

ALL GRADE 2 EMPLOYEES

OF NEW YORK CITY

Mass Meeting to fight present classification in the Police and Salary Plan is to be held Tuesday, January 23, 1953 at the Church of the Assumption Auditorium, 46 Cranberry Street, Brooklyn, N. Y. (Between Henry & Hicks Streets) at 6:15 P.M. All Officers and Members present.

Our Attorney will speak and answer any question.

This is your fight! Please come. There's room for all.

For further information contact Mr. Al Audin

Ulster 2-5000 Ext. 4-6141

Attention All Candidates for
PATROLMAN and POLICEWOMAN

Anyone who is seriously interested in either of these attractive positions should act immediately. Drop your name for one of our classes and get the opportunity you were looking for. Very little expense you will receive specialized instruction right up to the date of the examinations and get the opportunity you were looking for. Each official test with a high mark.

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DEPARTMENT HEADS SHOULD GRANT 40-HOUR WEEK IF POSSIBLE

While the general 40-hour week can not be established under the current NYC budget in Mayor Robert F. Wagner's opinion, there may be some departments, besides Hospitals, in which the 40-hour week is nearly, but not quite, accomplished, and in which full realization might be possible in some offices, without any additional cost.

Mayor Wagner long ago stated that department heads should institute the 40-hour week, if it can be done without extra cost, or the hiring of any additional employees. It is taken for granted, at least in administration circles, that a general 40-hour week would necessitate such additional hiring.

All that a department head need do, if he sees the possibility of granting the 40-hour to some, is to clear with Budget Director Abraham D. Beame the fact that no additional expense is involved. Departments in which the work-load is uneven over the week, who can distribute daily operations so as to put a costless 40-hour week into effect. Such departments should lose no time in doing it.

Time Off

Angry boy: "It's 16 o'clock. You should have been here at 9!"

Фруд: "What happened?"

One woman to another: "Why no, I didn't tell anyone. I didn't know it was a secret."

"Is he my type?" asked the other girl.

"Of course," said the first. "He's still breathing."

Meeting Charles W. Preusse

Charles F. Preusse, who was sworn in as City Administrator for the City of New York last week, has been a consistent friend of the public employees.

Below is a letter from Mr. Preusse that appeared in the Civil Service Leader two years ago. It still holds good.

WHAT'S THE PROBLEM?

You'd like to discuss the long pending career-salary plan for NYC employees? Charles F. Preusse will dwell currently upon the legal aspects of the problem and he will delineate the curious problems that arise from their complications and their possible extension.

Transit? Charles F. Preusse to dwell upon the information about the delicate, yet explosive problems in the function of the 'down to realties.'

Perhaps you'd like to labor relations problems? Charles F. Preusse is a man who says: "There is nothing in the future of the unions (gambled in Major Robert W. Wagner's civil service plan)."

"Let's get down to the realities" is a constant refrain when Charles F. Preusse argues the exceedingly complex problems of NYC's government. He figures in from the facts, however bars or impoliteness these facts may be to his sensitive nature. He makes an independant mumbo-jumbo when the setting of a problem requires a practical approach. The dry, acid quality of Preusse's thinking often jolts colleagues with whom he does his first term. Later, they find in it a stimulating earnestness that compels sharers of any sentiments or business that often characterizes proposals in public administration.

Why He Took the Job

Mr. Preusse was first Deputy City Administrator, serving under Dr. Luther Gulick, a leading section of the Mayor's office. He was appointive in this work, he says now I was appointed to the post after much urging by the top City officials, for he preferred to remain in the private labor relations field. Turning down public positions is not to Charlie Preusse -- in fact he has turned down offers to be Deputy Mayor. He accepted the present position because it offers a unique chance to get things done that must need to be done in Civic Service program. He sees, as one of the first major jobs to be accomplished, the reorganization of civil service, with special emphasis on the career-salary plan. Civic Service program is basic to good government," he holds. "Without it, we cannot properly evaluate the judges, or even set up the ladder of positions correctly. Without a career salary program, we cannot know precisely what qualities we require in the employees for specific tasks, nor what those employees should be paid." He added in writing separate plans dealing with classification which are part of Mayor Wagner's civil service plan.

Insisted on 75-25 Pension Plan

It is also Preusse who insisted that the 75-25 retirement plan become a part of municipal policy. Under this plan, the City pays 75 per cent of the first $10,000 of the employee's fund, the employee 25 per cent. Preusse argued this way: "The 75-25 plan is obviously desirable to both employees and the city."

Charles W. Preusse

Sworn in as City Administrator

In other departments we shall try by it and by to demand equal treatment. The same policy must be fought for and it is coming anyway. In private industry, there have been and more and more are taking over the burden of retirement contributions. Government cannot continue to do it.

Preusse knows that the City is likely to face formidable opposition in the implementation of a 75-25 retirement plan. But opposition is something he has faced before, and he won't run away from it.

A Prime Mover in Reform

He was one of the prime movers in NYC's management improvement program, serving continuously from its beginning upon the Mayor's Committee on Management Shure, from the time he served in this work, he says now: "Our departments must be made right."

We must create new confidence in our departments that can yet get to realize that our departments are not manned by a select band."

Worked on Many fronts

As First Assistant and Acting Corporation Counsel of New York City in 1933, Preusse played a principal part in such activities as the New York International Air Show.

He was a member of the New York City Strike of 1934, which brought about the United Nations site agreement, setting up a City traffic agency to handle traffic problems. He worked out the methods of the New York City Strike, which brought about the United Nations site agreement, setting up a City traffic agency to handle traffic problems. He worked out the methods of the New York City Strike, which brought about the United Nations site agreement, setting up a City traffic agency to handle traffic problems.

He served on the board of the National Council of the Churches of Christ in America, where he was chairman of the civil and human rights committee.

He served on the Mayor's Committee on Administration.

In the Corporation Counsel's Office, Mr. Preusse argued many cases, and put up his argument that up during his period in office--including the controversies concerning the National Housing Authority and budget notes. Earlier in his career, he was associated with the American Civil Liberties Union, and the ambulance-chase investigation.

He prosecuted a former superintendent of banks sending him money.
What About Florida?

Of course, many people select the Sunshine State for a variety of reasons, but those reasons can be divided into two groups: those who are looking to make a complete move to Florida and those looking to visit or spend extended periods of time there. Many retirees choose Florida for its warm climate and year-round sunshine, while others are drawn to the state's natural beauty, its diverse wildlife, and its proximity to the ocean. There are also many jobs available in the tourism industry, which can provide extra income for those who are looking to supplement their retirement savings.

WHERE WILL YOU GO IN FLORIDA?

Florida needn't be expensive—not if you know just where to go. And in Florida, if there's any man who can give you the answers, it's Norman Ford. Ford, who is the founder of the Globetrotters Club, is one of the leading authorities on retirement in America. He has written several books on the subject, including "Where to Retire on a Small Income," "How to Earn an Income While Retired," and "Norman Ford's Florida," which he has written about the political benefit of a smaller budget.

WHERE TO RETIRE ON A SMALL INCOME

The book selected out of the hundreds available is "Where to Retire on a Small Income," by Norman Ford. It's a comprehensive guide to finding low-cost places to live in America, with a focus on small towns and rural areas where you can enjoy a high quality of life for less. The book includes information on the cost of living, housing, and entertainment in different parts of the country, as well as tips on how to save money and live frugally.

Florida's Best Retirement Values

Florida's Best Retirement Values is a comprehensive guide to finding the best retirement communities in Florida. The book includes information on the cost of living, housing, and entertainment in different parts of the state, as well as tips on how to save money and live frugally. The book also includes information on the political benefit of a smaller budget.

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Second Federal Entrance Test
Feb. 10: Apply Until Jan. 18

The second written test in the Federal Service Entrance Exam will be held on Feb. 10, for candidates who applied not later than Wednesday, January 18. The exam will be held at AMAC, 641 Washington Street, New York 14, N.Y.

NYC to Experiment
In Filling 600 Jobs
As Typist and Steno

Three hundred thousand new and 200 typists are NYC's need, and it is offering $2,650 a year to all who will pass the examination. This is the highest pay NYC has ever offered to start in any of its positions.

To fill the Jobs, NYC is trying an experiment. Previously the workers were hired to fill the need, not trained while requiring no experience. It is now offering $2,750.

The experiment will be held in the Second Regional Office of the State Employment Service, 1 East 10th Street, Manhattan, until midnight, Wednesday, January 26.

The written test will be held Saturday, January 21.

Appointments will immediately follow the establishment of the list.

Requirements: U.S. citizenship; 21 to 40; excellent physical condition; height of at least 5 feet 8 inches; 20/20 vision; high school equivalent or diploma, and a New York State driver's license. Pay starts at $2,650 and rises to $4,400, but food or an allowance totaling $1,172, and lodging, uniforms and equipment are ad-

Home of Tested Used Cars
ARMOY GARAGE
DEPOT - PLYMOUTH
224 Crescent Avenue
Albany, N.Y.

MEN'S SHOES
MANUFACTURERS SHOE OUTLET,
Nationally advertised men's shoes.
35 North Pearl H. St.
(Formerly Albany) Albany, N.Y.

In Time of Need, Call
M. W. Tebbutt's Sons
176 State 425 Renewed
Albany, N.Y.

DISTRICTED FEDERAL SERVICE
ALBANY, N.Y.

BAMER & MCDOWELL
For 40 Years
Complete Line of HARDWARE
Mechanics Tools - Household Goods
3 Central Ave. (Thursday, January 26) 1-1474
1090 Madison Ave. (Thursday, January 26) 8-1049
ALBANY, N.Y.

SPORTING GOODS
Your contact in Albany is AL BLOOM at ALHARDWARE
150 Third Ave. 2-8312, DF, USX, PARCEL, ENGRAVING

WOMEN'S SHOES
LEW CHARLES, Beautiful shoes.
15% Discount to Civil Service Em-
ployees. 37 Maiden Lane, Albany, N.Y.

PAINT - WALLPAPER
JACK CO. CO., 79-130 E. 33rd St., 3-1503.

KEE SHOE OUTLET — Famous
name brands in men's shoes. 10% Discount.
51 South Pearl St., 1-1255.

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6-ROOM RANCH HOMES

1/2 Baths

Full cellar

Landscapeing

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Albany 3-2886

ALBANY 2-7552
NYC Jobs

Open-Competitive

(1) May 29

Open to men only. Requirements: elementary school graduation and one year's experience in custodian service in schools or meeting halls; or (a) bachelor's degree, plus two years' experience in custodian service in schools or meeting halls; or (b) graduation from preparatory school and four years' experience in custodian service in schools or meeting halls.

Institutional Inspector, $3,250 to $3,930; 150 vacancies in Parks Department. Requirements: (a) four years' experience as custodian in school; or (b) two years' experience as custodian in school and master's degree in educational administration; or (c) equivalent combination of education and experience. Application may be made by mail. Fee $2. (Thursday, January 26).

Promotion

Candidacy must be presented, qualified employees of the NYC Department of Education, for appointment to the above grade, as of January 1, 1957. Application may be made by mail. Fee $2. (Thursday, January 26).

Junior Architect, $3,250 to $3,930; nine vacancies in Police Department. Requirements: eligibility for appointment to Prom., with one year's experience in architecture; or (a) bachelor's degree, plus one year's experience in architecture; or (b) high school graduation and four years' experience in architecture; or (c) equivalent combination of education and experience. Application may be made by mail. Fee $2. (Thursday, January 26).

Junior Electrical Engineer, $3,250 to $3,930; 100 vacancies in Parks Department. Requirements: eligibility for appointment to Prom., with one year's experience in electrical engineering; or (b) high school graduation and four years' experience in electrical engineering; or (c) equivalent combination of education and experience. Application may be made by mail. Fee $2. (Thursday, January 26).

Junior Physicist, $3,250 to $3,930; two vacancies in Parks Department. Requirements: eligibility for appointment to Prom., with one year's experience in physics or (b) high school graduation and four years' experience in physics or (c) equivalent combination of education and experience. Application may be made by mail. Fee $2. (Thursday, January 26).

PURCHASE INSPECTOR

To $5,350; seven vacancies in Housing Authority and six in Department of Public Service. Requirements: eligibility for appointment to Kaufman, with one year's experience in purchasing work; or (a) bachelor's degree, plus one year's experience in purchasing work; or (b) bachelor's degree, plus two years' experience in purchasing work; or (c) equivalent combination of education and experience. Application may be made by mail. Fee $4. (Thursday, January 26).

RECREATION LEADER

To $4,350; 10 vacancies in Department of Parks; one in Sanitation Department. Requirements: (a) one year's experience as recreation leader in schools or camps; (b) one year's experience as recreation leader in Parks Department; or (c) equivalent combination of education and experience. Application may be made by mail. Fee $4. (Thursday, January 26).

SCHOOL LUNCH MANAGER

To $6,500; one vacancy in Department of Public Service. Requirements: eligibility for appointment to Prom., with one year's experience in school lunch management; or (a) bachelor's degree, plus experience in school lunch management; or (b) bachelor's degree, plus two years' experience in school lunch management; or (c) equivalent combination of education and experience. Application may be made by mail. Fee $4. (Thursday, January 26).

196-Name List Issued

For Jr. Tax Examiner

Albany, Jan. 2 — The State Civil Service Department has released a 196-name eligible list for the position of Jr. Tax Examiner. The open-competitive written test was held October 15. There were 889 applicants for the $3,444 to $4,280 jobs.

The top nine eligible names are:

1. Herbert Weiss, Rochester.
4. Ira S. Merson, New York City.
7. Melvin A. Berman, New York City.
8. Alan Schwartz, New York City.

About 73 eligible are from the Capital District area.

How to Make These Marvelous French Dishes

In a Simple Way

These French dishes are so wonderful you've eaten at expensive French restaurants and always wanted to try them for your family and guests. Actually, there's nothing mysterious about top notch French cooking. It is teachable to the ordinary housewife, even to those who have no special aptitude for this kind of work. And that is where the Cook Book, Service of Master Chefs, comes in. Every one of its recipes is based on countless hours of research. Each one has been tested, perfected, and re-tested in its kitchens. And the results are amazing. The recipes are so easy to follow, so straightforward, that even the most inexperienced of housewives can do them. In fact, if you've never cooked before, you can learn top notch French cooking in a few months. The book is large, well illustrated and contains over 700 recipes. It is easy to follow and easy to use in the kitchen. Its contents are divided into three main sections: the 100 Best French Dishes, the 100 Best Continental Dishes and the 100 Best American Dishes. Each section is followed by a list of the ingredients needed, exact quantities, and step-by-step instructions. The recipes are arranged alphabetically by name, and over 600 other ones which you may think you can only get in a restaurant. The book is a must for every housewife who wants to improve her cooking. It is available at all bookstores.

WONDER EVERY NIGHT WHAT TO HAVE FOR DINNER?

In her new cook book, Maple Half Moon, Anita Abbott has done all your work for you. It's a book that shows you how to prepare delicious, if ordinary meals, for family, even without the use of a cookbook. Anita Abbott has also included her famous "One Hour Dinners," which will save you a little less. But the book also contains a section of recipes that you can prepare on the spur of the moment, with little effort, and that will please even the most fastidious of house guests. In fact, you can have a different dinner every night of the week, with a different variety of foods, and save time and money older). I'leate scriil nre  tie .

WHY TOO MUCH WORK WHEN YOU GIVE A PARTY?

Here's the simple way to prepare delicious, out-of-the-ordinary dishes and tidbits in a jiffy.

The book is large, well illustrated and contains over 700 recipes. It is easy to follow and easy to use in the kitchen. Its contents are divided into three main sections: the 100 Best French Dishes, the 100 Best Continental Dishes and the 100 Best American Dishes. Each section is followed by a list of the ingredients needed, exact quantities, and step-by-step instructions. The recipes are arranged alphabetically by name, and over 600 other ones which you may think you can only get in a restaurant. The book is a must for every housewife who wants to improve her cooking. It is available at all bookstores.

With this book, you'll never run out of new ideas, never have to rush to the store, never worry about what to serve to your guests. You made every dish out of fresh ingredients, all carefully selected to suit your guests' palate, all prepared in a jiffy.
NEW YORK STATE JOB OPENINGS

State Open-Competitive

Following are requirements in the open exam series, for which applications are now being received by the New York Civil Service Department offices, in NYC, Albany and Buffalo. Application forms may also be obtained from State Regional Offices, or mailed by mail throughout the State.

Canal St. Civil Service Commission representatives in New York City and New York State are U.S. citizens and residents of New York State, unless otherwise noted below.

1. 2000. SUPERVISOR OF SECONDARY EDUCATION, $7,480 to $8,476; one vacancy in Albany (State of New York State Education Department license as principal of secondary school, or equivalent qualifications; (2) 20 graduate hours in education, or equivalent, in administration or supervision; (3) four years' experience in secondary education, including two years as supervisor in administrative capacity; and (4) either (a) two more years' experience, or (b) two years' experience in teacher training or in completion of requirements for doctorate in school administration, organization and supervision, or (c) equivalent. Fee $5. (Friday, January 20.)

2. 2000. ECONOMIST, $3,980 to $5,200, one vacancy in Albany. Requirements: (1) bachelor's degree in economics or related field; (2) professional experience in government; (3) a working knowledge of methods of economic research and economic or geographic research, or equivalent specialization in economics or related field; or (4) equivalent combination of education and experience. Fee $5. (Friday, January 20.)

3. 2000. MEDICAL SOCIAL WORKER, $5,000 a month for first year's experience, or (b) two years' experience in social work at institution accredited by New York State Association of Social Workers, or equivalent; (c) two years' experience in social work at approved social work school in New York State; and (d) equivalent combination of education and experience to be completed by June 30, 1957, or (e) equivalent combination of education and experience to be completed by June 30, 1959. Fee $5. (Friday, January 20.)

4. 2000. ASSOCIATE WELFARE CONSULTANT (MEDICAL), $7,480 to $8,476; one vacancy in Albany. Open to all qualified U.S. citizens. Requirements: (1) four years' experience in professional work study; and (2) six years' experience in skilled counseling work, including two years as supervisor, in teaching, administrative, consultation or supervision; (3) a working knowledge of methods of counseling or public health administration in the social services, or equivalent. Fee $5. (Friday, January 20.)

5. 2000. EMBALMING AND UNDERTAKING INVESTIGATOR, $3,730 to $4,720; one vacancy in Albany. Requirements: (1) either (a) four-year course in mortuary science, including two years in field investigation and preparation of written reports, or (b) bachelor's degree and one year's experience in investigation, including two years in field investigation and preparation of written reports, or (c) law school degree and one year's experience as embalmer or undertaker, or (d) equivalent combination of education and experience. Fee $5. (Friday, January 20.)

6. 2000. PAROLE OFFICER, $4,400 to $5,600; six vacancies in Albany. Requirements: (1) either (a) four-year course in law enforcement, including one year in social work, or (b) bachelor's degree and two years' experience in parole work, including one year in parole investigation; or (c) law school degree and one year's experience as parole officer; or (d) equivalent combination of education and experience. Fee $5. (Friday, January 20.)

7. 2000. PHOTOGRAPHIC WORK, $2,500 to $3,500; one vacancy in Albany. Open to all qualified U.S. citizens. Requirements: (1) one year's experience in photographic work and business; (2) a working knowledge of methods of photographic work and business; or (3) equivalent combination of education and experience. Fee $5. (Friday, January 20.)

8. 2000. ALL METAL RAZOR PLANE, $10.00 to $15.00; one vacancy in Albany. Requirements: (1) high school graduation or equivalent; (2) two years' experience in kindred trade. Fee $5. (Friday, January 20.)

9. 2000. PENNANT OR SKIRTS, $5.360 to $6,640; one vacancy in Albany. Requirements: (1) high school graduation or equivalent; (2) two years' experience in kindred trade; (3) six years' experience In bookkeeping or related work; and (4) either (a) bachelor's degree in engineering, or (b) equivalent combination of education and experience. Fee $5. (Friday, January 20.)

10. 2000. SHOE REBUILDERS, $2,200, one vacancy in Albany. Requirements: (1) five years' experience in kindred trade; (2) a working knowledge of methods of shoe building; (3) one year's experience in bookkeeping or related work; and (4) either (a) bachelor's degree in engineering, or (b) equivalent combination of education and experience. Fee $5. (Friday, January 20.)

11. 2000. ASSISTANT MECHANICAL ENGINEER, $5,930 to $6,940; one vacancy in Albany. Requirements: (1) high school graduation or equivalent; (2) three years' experience in kindred trade; (3) a working knowledge of methods of mechanical and electrical installations and repairs; or (4) a working knowledge of kindred trade; and (5) the ability to read blueprints. Fee $5. (Friday, January 20.)

12. 2000. TROL FOREMAN, $3,610 to $4,000, one vacancy in Oneonta. Requirements: (1) three years' experience In control or supervision of work, or (b) master's degree in engineering with specialization in mechanical and electrical engineering. Fee $5. (Friday, January 20.)

13. 2000. ROOFER, $2,700 to $3,500, one vacancy in Albany. Requirements: (1) high school graduation or equivalent; (2) three years experience in kindred trade; or (c) a working knowledge of methods of mechanical and electrical installations and repairs. Fee $5. (Friday, January 20.)
8 Hospital Employees Get Service Pins

REAL ESTATE

HOMES - PROPERTIES
THE BEST GIFT OF ALL - YOUR OWN HOME

LONG ISLAND

LONG ISLAND

LOOK THESE UP

SPECIALIZING IN

G. L.'s SMALL CASH
WATCH FOR OUR XMAS SPECIAL

ST. ALBANS

ST. ALBANS

LAKEVIEW

INTER - RACIAL

1 1/2 story clapboard house, with entrance on first floor, 60-100 foot, forced in plot, 4 rooms and bath, full basement. Price $8,000.00, down payment $2,000.00, civil $1,500.00.

UNIONDALE

7 room brick bungalow on 50-100 foot landscaped ground, 3 rooms on first floor, two rooms on second floor. Full basement, oil heat and extra including outside washroom. Price $13,000.00. Down payment $3,000.00, civil $1,500.00. City.

CUMMINS REALTY

Call for bids on Country homes. All for $5,000.00 or less. Complete List of all properties.

MONROE ST.

Mr. Marcy Ave.

2 story brick bungalow, 2 rooms on first floor, 2 rooms on second floor, oil. Price $6,000.00. Agent Mr. J. H. Robbins, GL. 5-4600.

FOR RENT

1 1/2 story house in Broadview, $90.00. Address the Editor.

ALLEN & EDWARDS
Prompt Personal Service — Open Sundays and Evenings
Olympia 3-2144
Lulu J. Allen Licensed Real Estate
18-18 Liberty Ave.
Brooklyn, N. Y.

FURNISHED APTS.

White - Cool, 1 and 2 room apartments, beautifully furnished, kitchenettes, bathrooms, elevators. Kleen Arm Apartments, 57 Herrick St., between Bedford and Nostrand Aves., near 8th Ave.

Questions of general interest are answered in the Inquiring Question column of the Leader. Address the Editor.
Holidays Cut Number of Applicants

A total of 600 persons filed applications last month for 11 open-competitive and 10 non-competitive positions. This is much less than the usual number. The drop is attributed to the Christmas season. The Personnel Department reports the following figures:

**OPEN-COMPETITIVE**

<table>
<thead>
<tr>
<th>Department</th>
<th>Positions Filled</th>
<th>Applicants</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Construction</strong></td>
<td></td>
<td>50</td>
</tr>
<tr>
<td><strong>Continuity</strong></td>
<td></td>
<td>20</td>
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<tr>
<td><strong>Clerk-commissioner</strong></td>
<td></td>
<td>10</td>
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<tr>
<td><strong>Dictation, filing January</strong></td>
<td></td>
<td>80</td>
</tr>
<tr>
<td><strong>Pharmacist</strong></td>
<td></td>
<td>100</td>
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<tr>
<td><strong>Steel construction inspector</strong></td>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Water bugle operator</strong></td>
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<td>30</td>
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</tbody>
</table>

**NON-COMPETITIVE**

<table>
<thead>
<tr>
<th>Department</th>
<th>Positions Filled</th>
<th>Applicants</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assistance engineer, Education</strong></td>
<td></td>
<td>50</td>
</tr>
<tr>
<td><strong>Medical assistant, Health</strong></td>
<td></td>
<td>100</td>
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<tr>
<td><strong>Rules writing clerk, Justice</strong></td>
<td></td>
<td>50</td>
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<tr>
<td><strong>Steel construction inspector</strong></td>
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<td>10</td>
</tr>
<tr>
<td><strong>Water bugle operator</strong></td>
<td></td>
<td>30</td>
</tr>
</tbody>
</table>

**STUDY AID FOR PATROLMAN TEST**

The following continues the questions and answers in the last issue (P.D.2) last held by NYC.

Make use of the following Police Department rule when answering:

- A description of persons or property wanted by the Police Department, which is to be used in the police force through the medium of a general alarm, if not distinctive, is that of a vehicle.

11. Mrs. R. Jones reported the theft of a valuable brooch from her home. The brooch was of gold and consisted of a very large emerald surrounded by 50 small diamonds. The one of the following additional pieces of information which would be most helpful in the recovery of the brooch is:

- A) the name of the thief (6,800)
- B) there are 50 small diamonds (3,800)
- C) the emerald is carved in the form of a woman's head (2,500)
- D) the brooch is made of gold with a slightly green stone (8,300)
- E) the emerald is carved with the emerald in the center and around the stones.

12. Assume that you have stop-

- A) a young man who you suspect is a car which had been reported stolen
- B) a young man who you suspect has information

The following list of information which would be of greater value in the determination of whether this is the stolen car is:

- A) the stolen car was reported stolen in the last four days (5,280)
- B) the stolen car has a number plate (6,800)
- C) the car's engine number is CB 2818 (3,800)
- D) the windshield of the stolen car was broken, the car's windshield is cracked (6,500)
- E) the stolen car had white walls (3,800)

13. The traditional method of training a patrolman—a physically fit young man with an experienced man—neither adequate.

The one of the following jobs that would be better suited for use in training the young man to be a patrolman very closely resembling the man is:

- A) cleaning the streets (1,000)
- B) driving a car (6,500)
- C) investigating crimes (3,800)
- D) working as a street cleaner (2,500)
- E) clerical work (8,000)

14. A patrolman overhauls a business man who you suspect is a car which had been reported stolen

The following items of information which would be of greatest value in determining whether this is the wanted person are:

- A) Age: about 20, Height: 5' 10" (6,500)
- B) Black hair, brown eyes (2,800)
- C) White; blue eyes (6,800)
- D) Black; brown eyes (3,000)
- E) Black; brown eyes (1,200)

15. You are watching a group of persons which leaves the Police Grounds after a boxing match. Of the characteristics listed below, the one which would be the most distinctive of the group is:

- A) Height: 6' 2" (6,500)
- B) White; blonde hair (2,800)
- C) A man who has been hurt in the face (6,800)
- D) A man who is wearing a hat (3,000)
- E) A man who is wearing a coat (1,200)

16. You are watching a group of persons which leaves the Police Grounds after a boxing match. Of the characteristics listed below, the one which would be the most distinctive of the group is:

- A) Height: 6' 2" (6,500)
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- D) A man who is wearing a hat (3,000)
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17. A patrolman overhauls a business man who you suspect is a car which had been reported stolen

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18. A patrolman overhauls a business man who you suspect is a car which had been reported stolen

The following items of information which would be of greatest value in determining whether this is the wanted person are:

- A) Age: about 20, Height: 5' 10" (6,500)
- B) Black hair, brown eyes (2,800)
- C) White; blue eyes (6,800)
- D) Black; brown eyes (3,000)
- E) Black; brown eyes (1,200)
Mutual Funds Provide Added Income for Civil Service Workers

By PHILIP M. JENKINS

President, Special Mark, Inc. New York City

The associate degree is a subject for a number of subjects, but they do have at least one point of agreement—the plight of many civil service workers in their struggle to keep up with the increase in the cost of living.

Intelligent planning for the future—immediate or distant—is increasingly important, for the worker's concern is with the proper education of children, adequate funds for the education of themselves, and the retirement of the older worker. Both of these problems can be handled by the purchase of a mutual fund for one's own retirement. For example, the ideal retirement fund is one that will provide a steady stream of income during retirement years. The mutual fund can be purchased for as little as $6 each, and can provide income for retirement years. The income from the mutual fund can be reinvested to buy more shares, and the income can be used to pay for college expenses, retirement, or any other purpose.

The answer lies in having two types of retirement planning: a supplementary retirement plan and a main retirement plan. A supplementary retirement plan can be a seven-year-old plan, such as the one mentioned, and it can be purchased for as little as $6 each, and can provide income for retirement years. A main retirement plan can be a fully insured contractual plan, and it can provide for college expenses, retirement, or any other purpose.

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PHILIP F. BRUCK

in which to recruit and in that manner give the City some opportunity of attracting preeminently the kind of people who will make the law a handicap to the City's efforts to get and keep

Ronan Takes Over Public Works Post

ALBANY, Jan. 2—Newton F. Ronan has taken up his new duties as chief administrative officer and maintenance for the State Public Works Department. The official appointment came as a surprise to those familiar with Ronan's activities in the Albany area. The new position will give him the opportunity to work with the City's engineers and to keep

Fourteen CIVIL SERVICE LEADER Tuesday, January 3, 1956

Feinstein Requests Jack To Lead Drive for Higher Engineering Pay

The NYC Housing Authority has proposed increasing the engineering personnel of the City by about $300,000. The proposed increase would be used to attract more qualified engineers to the City's public works department, according to a letter from Mr. Feinstein to Mr. Jack, who was head of the organizing committee for the union.

Law Requiring City residence and the Civil Service Regulations Held Justified at the time It was enacted, but now the law is a barrier to the hiring of engineers, architects, draftsmen, and others whose services the City needs, according to Mr. Feinstein. The law is a handicap both to the Board of Education and to the several Authorities of the City. However, these agencies, which are responsible for the City's schools and maintenance for the City of New York a broader field

Restrictions Held

In Its attempt to recruit junior engineers, the Board of Education and the several Authorities of the City are being held back by the requirements of the law. The law is a handicap both to the Board of Education and to the several Authorities of the City. However, these agencies, which are responsible for the City's schools and maintenance for the City of New York a broader field

Housing

Fehling, president, and William E. Carroll, president of the Brooklyn Fire Department, wrote to Hulan Brueck, president of the City Employees Union, who was president of the City Employees Union, in his capacity as President of the City Employees Union, to explain his proposal for a bill to provide for higher engineering pay. Mr. Brueck has been a member of the Board of Education and the several Authorities of the City for many years.

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Doherty Asks Merger

Of U. S. Employee Groups

WASHINGTON, Jan. 2—Now that the AFL-CIO merger is accomplished, William C. Doherty, who has been a member of the Board of Education and the several Authorities of the City for many years, would like to see the whole union movement united in one big union. He is president of the National Association of Letter Carriers. There are about 20 organizations, including the Ayrıca and the American Federation of Federal Employees, independent, and the American Federation of Government Employees, AFL-CIO, and the American Federation of Federal Employees, AFL, that represent most of the organized classes of federal employees. Former AFL-CIO are AFL-CIO, to the APL-CIO merger. Thus Mr. Doherty seeks to bring independence into the fold. An APL-CIO conference on the subject will be held here this month.

Prosecutor Needs Sleuths

Jobs as detective-investigator in the Kings County District Attorney's Office will be filled at an exam now open. There are three vacancies for the $4,500 post. The test is open only to residents of Kings County (Brooklyn). Requirements are high school graduation, or its equivalent, and two years' experience in field involving police enforcement work. An equivalent combination of training and experience may qualify a person for appointment of the State Civil Service Department, which determines ability to do the work.

To battalion chief—Joseph F. Cavanagh Jr. made the following promotions in NYC:

To captain—Joseph H. Mason, to lieutenant—Andrew B. Dosterwald, to assistant—Charles H. Knoll, to assistant—Charles H. Knoll, to assistant—James H. Dosterwald.

Posters in Brownstone Borough

The City would have to Increase its budgetary contributions, especially as many of the veterans who have been laid off are unavailable for many of the positions. The City of New York is a major employer of retired veterans, and the City's budgetary contribution to the City of New York is substantial. The City would have to Increase its budgetary contributions, especially as many of the veterans who have been laid off are unavailable for many of the positions. The City of New York is a major employer of retired veterans, and the City's budgetary contribution to the City of New York is substantial.

Promotions Improve in Fire Department

Fire Commissioner Edward F. Doherty, president of the Board of Education and the several Authorities of the City for many years, has released the list of promotions in the Fire Department. The list includes three vacancies for the $4,500 post. The test is open only to residents of Kings County (Brooklyn). Requirements are high school graduation, or its equivalent, and two years' experience in field involving police enforcement work. An equivalent combination of training and experience may qualify a person for appointment of the State Civil Service Department, which determines ability to do the work.

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Two years' experience by NYC as its attempt to recruit junior engineers has been paid off in increased engineering pay. Mr. Feinstein, president of the City Employees Union, wrote to Hulan Brueck, president of the Manhattan Borough President.

Also the City has been unsuccessful in its attempts to attract qualified and necessary but scarce engineering personnel to the City. The New York Times local added.

In private industry, confirm your arguments. Other factors, involving larger amounts, account mainly for the deficit.

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**Newark Notes**

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**Capitol Dist. Armors extend Condolences**

ALBANY, Jan. 2—(Capitol Dist. Armors extend condolences on the death of Dr. Charles V. Hooper, last week, who was a member of the ACU-CEA, Chapter 70, the Senate Armory Employees chapter, who died last week. The Chapter Party held its annual Christmas party on December 15th. The committee in charge of refreshments was headed by Dr. Charles V. Hooper. The party was well attended.

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County Pay Scales Offer No Competition to industry, Westchester Aides Warn

Salary schedules proposed for Westchester County workers for 1956 "will not place the County in a position to compete with employers in the community for the most capable personnel," the Westchester County Competitive Civil Service Association has declared.

After reviewing budget recommendations to the County Board of Estimate and Finance, a unit of the Civil Service Employees Association, found them "lame and toothless," it has filed a petition for obtaining qualified wage competitive personnel.

Margaret Trout, president of the group, outlined the County Association's argument as follows:

High Income Area

Westchester is a high income and high cost of living area. New York State Department of Commerce statistics verify this in stating that per capita income in Westchester far exceeds any other area in the State. In 1952, the highest attainable figure, per capita income for Westchester County was $2,158. The next highest income area was our neighbor, Nassau County, at $2,817.

We feel that because of the high income, Westchester's employees, who are also taxpayers, should receive salaries commensurate with the tax rate employed neighbors so that they may not be second-class citizens. It is unfair for any tax rate to do so income go hand in hand. We feel that to fulfill community obligations they must receive the same standard of living with others, financial and salary adjustment is necessary.

A 9-Point Program

On November 9 the board of directors of the Westchester County Civil Service Board has adopted a nine-point program as its aim for 1956. Included and most important are:

1. Request that an additional step be added to all titles in the County as a base and of course behind the State it, which basic civil service staff receives for the above request it will be taking a major stride forward in pro-"ving its employees against liability and in maintaining equality of working conditions with its private employee neighbors. In conclusion, we should like to point out two major goals of our organization. In order to attract and retain unusual merit and ability, it is necessary to pay salaries adequate for this purpose. This is to provide effective county government we urge a 9-point program.

2. The combined classified service for the counties and cities shows an increase of nearly 3 percent over 1953," says the report. "This represents a return to the pre-paid health insurance system, with its many improvements in the lot of the public employee. We are firmly convinced that this most important program will be welcomed in the near future. The decision to improve State service will be cut out in take-home pay for those involved.

Non-Permanent 'Competitive Jobs'

The provisions and benefits to State workers who have remained at a 99.8 percent of the employees of the State pay schedules, and the Republican legislative leaders majority is needed for the approval of any proposed legislation. The Governor's program was adopted the week before his administration was to be welcomed in the administration was expected to be the support of at least some Republicans. It should be pointed out that those employed on a 44-hour basis would be placed on 44-hour shifts, while those working 40 hours would revert to a 40-hour week.

The CSEA has fought for years to get a combined work week program into the State law. The old system, with its many improvements in the lot of the public employee.

We are firmly convinced that this most important program will be welcomed in the near future. The decision to improve State service will be cut out in take-home pay for those involved.

Harriman Wants Raises
For All State Employees

(Continued from Page 1)

The Governor's program was exclusively focused in The LEAD-ER several weeks ago, and follows the broad pattern of the legislative program adopted by the Civil Service Employees Association at its fall meeting.

In his message, the Governor will make these points:

That the lower incomes group of State employees will receive a larger share of the proposed salary increases.

That the State pay scales, especially those affecting workers in the lower pay brackets, compare unfavorably with the salaries of Federal workers, and of State workers in New Jersey.

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